



2026 NOTICE TO EMPLOYEES

HEERKA SHAQAALAHA TUKWILA

MINIMUM WAGE AND FAIR ACCESS TO ADDITIONAL WORK HOURS

Xeerka Magaalada Tukwila (Tukwila Municipal Code, TMC) 5.63 - Heerarka Shaqaalaha ee Shaqaalaha Qaarkood waxaa uu dhigaa heerarka shaqo ee loo-shaqeeyayaasha kuwaas oo:

- Leh ugu yaraan 15 shaqaale caalamka oo dhan, haddii ugu yaraan hal shaqaale uu ka shaqeeyay Tukwila, xitaa si ku-meel-gaar ah, **AMA**
- Leh in ka badan \$2 milyan dakhli sanadle ah oo laga sameeyay gudaha xadka magaalada Tukwila, **AMA**
- Waa franchisees la xiriira franchisor ama shabakad franchises ah oo leh franchisees shaqaaleysiya in ka badan 500 shaqaale guud ahaan caalamka.

Loo-shaqeeyayaasha kor ku xusan waa **Loo-shaqeeyayaal Daboolan**. Loo-shaqeeyayaasha ku cusub Magaalada, ama kuwa cabbirka ama dakhliga laga beddelay tan iyo sannadkii hore, eeg [Xeerka Maamulka ee Heerarka Shaqada ee Tukwila](#) (kaas oo ay ku jiraan Su'aalaha inta badan la isweydiyo (Frequently Asked Questions, FAQ) iyo tusaalooyin).

LOO-SHAQEEYAASHA DABOOLAN WAA IN AY:

- Pixiyaan **mushaharka ugu yar ee ugu yaraan \$21.65 saacaddii** laga bilaabo Janaayo 1, 2026 (taas oo ay ku jiri karaan komishan balse aan ku jirin tip ama gunno); **ISLA MARKAASNA**
- Bixiyaan **fursad caddaalad ah oo saacado shaqo dheeraad ah** shaqaalaha waqti-dhiman ee u qalma ka hor inta aan la shaqaaleysiin shaqaale dheeraad ah oo cusub; **ISLA MARKAASNA**
- Sanad walba **caddeeyaan u hoggaansanaanta TMC 5.63** ugu dambayn **Janaayo 31** sannad kasta; **tilmaamaha caddeynta** waxaa laga heli karaa website-ka Magaalada: www.TukwilaWa.gov/MinimumWage; **IYO**
- Siiyaan shaqaalaha la daboolay **nuqulka ogeysiiskan shaqaalaha (Notice to Employees flyer)**. Ka soo deji bogga Magaalada website, www.TukwilaWa.gov/MinimumWage oo ku dheji goobaha guud dhammaan goobaha Tukwila.
- Faahfaahin dheeraad ah, eeg **TMC5.63** iyo Heerarka Shaqada ee Tukwila ee ku qoran website-ka magaalada, www.TukwilaWa.gov/MinimumWage.

LOO-SHAQEEYAASHA AAN LA SOCON SHARCIGA waxaa lagu soo sheegi karaa adigoo isticmaalaya **Foomka Cabashada (Complaint Form)** ee ku yaalla website-ka Magaalada, www.TukwilaWa.gov/MinimumWage ama iimayl ugu dir MinimumWage@TukwilaWA.gov.

GANAAXYADA U HOGAANSANAAN LA'AANTA: Dadka sheegaya jebinta TMC 5.63, oo ay ku jiraan ficillada aargudashada, waxay qaadi karaan dacwad madani ah oo ka dhan ah loo-shaqeeyaha ama qof kale oo jebiyey sharciga. Agaasimaha Maaliyadda ee Magaalada Tukwila wuxuu (City of Tukwila's Finance Director) diidi karaa, joojin karaa ama la noqon karaa ruqsad kasta sabab la xiriirta jebinta sharcigan. Ganaaxyo dheeraad ah ayaa sidoo kale lagu dabaqi karaa.

AARGOOSIGA WAA MAMNUUC: Loo-shaqeeye ama qof kale midna ma carqaladayn karo, ma diidi karo, mana hor istaagi karo isticmaalka – ama isku dayga isticmaalka – xuquuq kasta oo uu sharcigu ilaaliyo; sidoo kale ma qaadi karo tallaabo lid ah qofka sababtoo ah wuxuu si daacad ah u adeegsaday xuquuqihiisa uu sharcigan dammaanad qaaday.

SU'AALO WAANU SOO DHAWEYNAYNAA

Websayt: www.TukwilaWa.gov/MinimumWage

Iimaylka: MinimumWage@TukwilaWA.gov

Wac: 206-552-6873

